



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: April 21, 2014

AGENDA ITEM: Action Item Update 99

PRESENTER: Kathy Allen

ALIGNS TO BOARD PRIORITIES(S):

- Human Resources – The District shall recruit, hire, train, and retain a highly qualified staff.
- Safety – The District will maintain a safe and orderly environment.
- Learning – The District will provide an aligned, rigorous curriculum, with instructional and technology programs preparing students to meet or exceed all educational standards.

BACKGROUND INFORMATION:

- Update 99 includes Twenty-nine policies that are recommended for revision to remain in compliance with recent legislative changes.
- Five of these new policies are LOCAL, three existing LOCAL policies are recommended to be deleted, and twenty-four are LEGAL policies.
- B Policy: Local Governance – Internal Organization – Administrative Regulations
 - BDD(LOCAL) – This local policy identifies who is authorized to submit inquiries to the district's legal counsel.
 - BP(LOCAL) – Recommended revisions to this policy regarding administrative regulations are to reflect common district practices. At DEVELOPMENT, the changes clarify that the superintendent or designee, who is responsible for developing and enforcing procedures, will also resolve any discrepancies among conflicting regulations. These provisions include the superintendent's authority to revise regulation when needed.
- C Policy: Business and Support Services – Payroll Procedures – Safety/Risk Management
 - CFEA(LOCAL) – This policy for addressing salary deductions and reductions is recommended for deletion. Several of the items listed in optional deductions are now included as mandatory deductions in the legally referenced policy at this code and are unnecessary to list in local policy.
 - CK(LOCAL) – The recommended revisions to this local policy addressing safety are to reflect common district practice and to streamline the policy. Recognizing that it is impractical to include the details of the district's safety and risk management programs in board policy, the recommended

policy text gives broad authority to the superintendent to develop, implement, and promote comprehensive safety programs to address the safety of all who interact with the district.

- D Policy: Personnel – Employment Objectives
 - DAC(LOCAL) – This policy addressing objective criteria for personnel decisions is recommended for deletion. The policy was originally required by Civil Order 5281, which is no longer applicable to our district.
- E Policy: Instruction – Alternative Methods for Earning Credit
 - EHDC(LOCAL) – HB 2694, SB 1365, and recent State Board rules prompted recommended changes to this policy regarding credit by examination without prior instruction. TASB recommends deleting from local policy provisions addressing selection of test dates, request for alternate examinations or test dates, fees and award of credit. The policy requires the district to provide opportunities for credit by examination in accordance with law and State Board rule.
- F Policy: Students – Student Safety – Freedom From Discrimination, Harassment, and Retaliation
 - FFF(LOCAL) – The content of this policy in addressing student safety is covered under the broad provisions of CK(LOCAL). Thus, this policy is recommended for deletion.
 - FFH(LOCAL) – The text of this policy has been amended to clarify that the TITLE IX COORDINATOR also handles reports of gender-based harassment and to require that the district gives notification of the outcome of an investigation to the relevant parties. Recommended changes at INVESTIGATION OF THE REPORT explain how the district should proceed with its investigation when a criminal or regulatory agency notifies the district of an investigation.

ADMINISTRATIVE CONSIDERATIONS: Approval of Update 99

FISCAL NOTE: None

ADMINISTRATIVE RECOMMENDATIONS: Administration recommends that Board approve Update 99 as presented and written by TASB.

(LOCAL) Policy Action List

ALEDO ISD(184907) - Update / LDU 99

BDD(LOCAL): BOARD INTERNAL ORGANIZATION - ATTORNEY

BP(LOCAL): ADMINISTRATIVE REGULATIONS

CFEA(LOCAL): PAYROLL PROCEDURES - SALARY DEDUCTIONS AND REDUCTIONS

CK(LOCAL): SAFETY PROGRAM/RISK MANAGEMENT

DAC(LOCAL): EMPLOYMENT OBJECTIVES - OBJECTIVE CRITERIA FOR PERSONNEL DECISIONS

EHDC(LOCAL): ALTERNATIVE METHODS FOR EARNING CREDIT - CREDIT BY EXAMINATION WITHOUT PRIOR INSTRUCTION

FFF(LOCAL): STUDENT WELFARE - STUDENT SAFETY

FFH(LOCAL): STUDENT WELFARE - FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

Aledo ISD
184907

BOARD INTERNAL ORGANIZATION
ATTORNEY

BDD
(LOCAL)

The Board shall retain an attorney or attorneys, as necessary, to serve as the District's legal counsel and representatives in matters requiring legal services. Services to be performed and reasonable compensation to be paid by the Board shall be set forth in a written contract between the Board and the attorney or attorneys.

In accordance with the written contract, individual **Board members** ~~Trustees~~ shall channel legal inquiries through the Superintendent, **Board President**, or **Board's** ~~Board~~ designee, as appropriate, when **seeking** advice or information from the District's legal counsel ~~is sought~~.

Staff **shall submit** requests for legal advice from the District's legal counsel ~~shall be submitted~~ through the Superintendent or designee.

Upon ~~A report of legal advice received shall be presented to the Board when deemed appropriate by the administration or upon re-~~ quest of the Board **or when deemed necessary by the Superintendent, the Superintendent shall report advice from legal counsel.**

ADMINISTRATIVE REGULATIONS

BP
(LOCAL)

DEVELOPMENT

The Superintendent and administrative staff shall be responsible for developing and enforcing procedures for the operation of the District. ~~Procedures must be consistent with Board policy and law and shall be designed to promote the achievement of District goals and objectives.~~

These procedures shall constitute the administrative regulations of the District and shall consist of **guidelines** ~~guides~~, handbooks, **manuals**, ~~and forms, and any as well as~~ other documents defining standard operating **procedures**. ~~procedure and designated "Regulations."~~

The Superintendent or designee shall ensure that ~~All~~ administrative regulations **are kept up to date and are consistent** ~~shall be under the direction of the Superintendent; variations from defined procedures shall be with~~ **Board policy. The Superintendent or designee shall resolve any discrepancies among conflicting administrative regulations. In case of conflict between admin- istrative regulations and policy, policy shall prevail.**

NO BOARD ACTION

~~the prior approval of the Superintendent.~~ Administrative regulations are subject to Board review but shall not be adopted by the Board. ~~In case of conflict between the administrative regulations and policy, policy shall prevail.~~

REVISION

~~Administrative regulations may be amended at any time by the Superintendent or designated staff, with the prior approval of the Superintendent.~~

OFFICIAL COPY

~~The official copy of all documents constituting administrative regulations shall be kept in the Superintendent's office, and the Superintendent or designee shall be responsible for their accuracy. If discrepancies occur among different copies of administrative regulations distributed throughout the District, the official copy shall be regarded as authoritative.~~

AVAILABILITY

~~All administrative regulations, including manuals, guides, handbooks, and forms, shall be kept up to date and shall be made accessible to staff, students, and the public as required by law or Board policy.~~ **the Public Information Chapter of the Government Code. [See GBA]**

SAFETY PROGRAM/RISK MANAGEMENT

CK
(LOCAL)

COMPREHENSIVE
SAFETY
PROGRAMS

~~The District shall take every reasonable precaution regarding the safety of its students, employees, visitors, and all others with whom it conducts business.~~ The Superintendent or designee shall be responsible for developing, implementing, and promoting a comprehensive safety program.

~~The general areas of responsibility include, but are not limited to, the following:~~

EMERGENCY STRATEGIES

1. ~~Guidelines and procedures for responding to emergencies.~~

LOSS-
PREVENTION STRATEGIES

2. ~~Program activities intended to reduce the frequency of accident and injury, including:~~

~~a. Inspecting work areas and equipment. b.~~

~~Training frontline and supervisory staff.~~

~~c. Establishing safe work procedures and~~

~~regulations. d. Reporting, investigating, and reviewing accidents.~~

~~e. Promoting responsibility for District property on the part of students, employees, and the community.~~

LOSS-
CONTROL STRATEGIES

3. ~~Program activities intended to reduce the ultimate cost of accidents and injuries through investigation and documentation.~~

LOSS-
FINANCING STRATEGIES

4. ~~Program activities that identify and develop prudent methods of financing loss costs on an annual basis, including the purchase of commercial insurance, self-insured retentions, and risk pooling.~~

VEHICULAR-
SAFETY STRATEGIES

5. ~~Driver education programs~~ designed to address the ~~when available.~~

6. ~~Vehicle safety~~ of students, programs.

7. ~~Traffic safety programs and studies related to employees, visitors~~ students, and all others with whom the community.

INFORMATION MANAGEMENT

The Superintendent or designee shall be responsible for the District conducts its business collection, storage, and analysis of relevant operational and historical data required to develop sound procedures for implementation and operation of the comprehensive safety program.

ALTERNATIVE METHODS FOR EARNING CREDIT
CREDIT BY EXAMINATION WITHOUT PRIOR INSTRUCTION

EHDC
(LOCAL)

**EXAMINATIONS FOR
ACCELERATION TEST
SELECTION**

**THE SUPERINTENDENT
OR COURSE CREDIT**

~~If designee shall be responsible for the development or selection of tests~~ a student **in grades 1–12 wishes** ~~may use to earn course credit or~~ accelerate to the next grade level **or earn course credit** without **having received** prior instruction in ~~the a course or~~ grade level **or course**, the District shall offer opportunities **in accordance with state law and State Board rules for the student to take a Board-approved examination for this purpose.** ~~Each examination shall thoroughly test the essential knowledge and skills in the applicable course or grade level.~~

TEST DATES

~~The Superintendent or designee shall establish a schedule of dates, in accordance with law, when examinations for acceleration shall be administered and shall ensure that the dates are published in appropriate District publications or on the District's Web site.~~

SPECIAL

REQUESTS FEES

~~The District may deny a parent's or student's request for an alternative examination or alternative date.~~

~~The District shall not charge for an examination for acceleration administered on the published dates or alternative dates.~~

CREDIT APPROVAL

~~However, the student's parent shall pay for an alternative examination approved by the District.~~

**KINDERGARTEN
ACCELERATION**

~~The Superintendent or designee shall award course credit or approve acceleration on the basis of an examination for acceleration, in accordance with State Board rules.~~

In accordance with State Board rules, the ~~The~~ Board shall approve procedures developed by the Superintendent or designee to allow a child who is five years old at the beginning of the school year to be assigned initially to grade 1 rather than kindergarten. Criteria for acceleration may include:

1. Scores on readiness tests or achievement tests that may be administered by appropriate District personnel.
2. Recommendation of the kindergarten or preschool the student has attended.
3. Chronological age and observed social and emotional development of the student.
4. Other criteria deemed appropriate by the principal and Superintendent.

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

FFH
(LOCAL)

Note: This policy addresses discrimination, harassment, and retaliation involving District students. For provisions regarding discrimination, harassment, and retaliation involving District employees, see DIA. For reporting requirements related to child abuse and neglect, see FFG. Note that FFH shall be used in conjunction with FFI (bullying) for certain prohibited conduct.

STATEMENT OF
NONDISCRIMINATION

The District prohibits discrimination, including harassment, against any student on the basis of race, color, religion, gender, national origin, disability, or any other basis prohibited by law. The District prohibits dating violence, as defined by this policy. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

DISCRIMINATION

Discrimination against a student is defined as conduct directed at a student on the basis of race, color, religion, gender, national origin, disability, or on any other basis prohibited by law, that adversely affects the student.

PROHIBITED
HARASSMENT

Prohibited harassment of a student is defined as physical, verbal, or nonverbal conduct based on the student's race, color, religion, gender, national origin, disability, or any other basis prohibited by law that is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

Prohibited harassment includes dating violence as defined by this policy.

EXAMPLES

Examples of prohibited harassment may include offensive or derogatory language directed at another person's religious beliefs or practices, accent, skin color, or need for accommodation; threatening, intimidating, or humiliating conduct; offensive jokes, name calling, slurs, or rumors; physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other negative stereotypes; or other kinds of aggressive conduct such as theft or damage to property.

STUDENT WELFARE
FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

FFH
(LOCAL)

SEXUAL HARASSMENT
BY AN EMPLOYEE

Sexual harassment of a student by a District employee includes both welcome and unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:

1. A District employee causes the student to believe that the student must submit to the conduct in order to participate in a school program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct; or
2. The conduct is so severe, persistent, or pervasive that it:
 - a. Affects the student's ability to participate in or benefit from an educational program or activity, or otherwise adversely affects the student's educational opportunities; or
 - b. Creates an intimidating, threatening, hostile, or abusive educational environment.

Romantic or inappropriate social relationships between students and District employees are prohibited. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See DF]

BY OTHERS

Sexual harassment of a student, including harassment committed by another student, includes unwelcome sexual advances; requests for sexual favors; or sexually motivated physical, verbal, or nonverbal conduct when the conduct is so severe, persistent, or pervasive that it:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

EXAMPLES

Examples of sexual harassment of a student may include sexual advances; touching intimate body parts or coercing physical contact that is sexual in nature; jokes or conversations of a sexual nature; and other sexually motivated conduct, communications, or contact.

Necessary or permissible physical contact such as assisting a child by taking the child's hand, comforting a child with a hug, or other physical contact not reasonably construed as sexual in nature is not sexual harassment.

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FFH
(LOCAL)

GENDER-BASED
HARASSMENT

Gender-based harassment includes physical, verbal, or nonverbal conduct based on the student's gender, the student's expression of characteristics perceived as stereotypical for the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity. For purposes of this policy, gender-based harassment is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

EXAMPLES

Examples of gender-based harassment directed against a student, regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity, may include offensive jokes, name-calling, slurs, or rumors; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property.

DATING VIOLENCE

Dating violence occurs when a person in a current or past dating relationship uses physical, sexual, verbal, or emotional abuse to harm, threaten, intimidate, or control the other person in the relationship. Dating violence also occurs when a person commits these acts against a person in a marriage or dating relationship with the individual who is or was once in a marriage or dating relationship with the person committing the offense.

For purposes of this policy, dating violence is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

1. Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
2. Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
3. Otherwise adversely affects the student's educational opportunities.

EXAMPLES

Examples of dating violence against a student may include physical or sexual assaults; name-calling; put-downs; or threats directed at the student, the student's family members, or members of the

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(LOCAL)

student's household. Additional examples may include destroying property belonging to the student, threatening to commit suicide or homicide if the student ends the relationship, attempting to isolate the student from friends and family, stalking, threatening a student's spouse or current dating partner, or encouraging others to engage in these behaviors.

RETALIATION

The District prohibits retaliation by a student or District employee against a student alleged to have experienced discrimination or harassment, including dating violence, or another student who, in good faith, makes a report of harassment or discrimination, serves as a witness, or participates in an investigation.

EXAMPLES

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

FALSE CLAIM

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding discrimination or harassment, including dating violence, shall be subject to appropriate disciplinary action.

PROHIBITED
CONDUCT

In this policy, the term "prohibited conduct" includes discrimination, harassment, dating violence, and retaliation as defined by this policy, even if the behavior does not rise to the level of unlawful conduct.

REPORTING
PROCEDURES

STUDENT REPORT

Any student who believes that he or she has experienced prohibited conduct or believes that another student has experienced prohibited conduct should immediately report the alleged acts to a teacher, counselor, principal, other District employee, or the appropriate District official listed in this policy.

EMPLOYEE REPORT

Any District employee who suspects or receives notice that a student or group of students has or may have experienced prohibited conduct shall immediately notify the appropriate District official listed in this policy and take any other steps required by this policy.

DEFINITION OF
DISTRICT
OFFICIALS

For the purposes of this policy, District officials are the Title IX coordinator, the ADA/Section 504 coordinator, and the Superintendent.

TITLE IX
COORDINATOR

Reports of discrimination based on sex, including sexual harassment or gender-based harassment, may be directed to the Title IX coordinator. The District designates the following person to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as amended:

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(LOCAL)

| | |
|--|--|
| | <p>Name: Lynn McKinney</p> <p>Position: Deputy Superintendent</p> <p>Address: 1008 Bailey Ranch Road, Aledo, TX 76008</p> <p>Telephone: (817) 441-8327</p> |
| ADA / SECTION 504 COORDINATOR | <p>Reports of discrimination based on disability may be directed to the ADA/Section 504 coordinator. The District designates the following person to coordinate its efforts to comply with Title II of the Americans with Disabilities Act of 1990, as amended, which incorporates and expands upon the requirements of Section 504 of the Rehabilitation Act of 1973, as amended:</p> <p>Name: Cheryl Wooten</p> <p>Position: Director of Special Programs</p> <p>Address: 1008 Bailey Ranch Road, Aledo, TX 76008</p> <p>Telephone: (817) 441-5199</p> |
| SUPERINTENDENT | <p>The Superintendent shall serve as coordinator for purposes of District compliance with all other antidiscrimination laws.</p> |
| ALTERNATIVE REPORTING PROCEDURES | <p>A student shall not be required to report prohibited conduct to the person alleged to have committed the conduct. Reports concerning prohibited conduct, including reports against the Title IX coordinator or ADA/Section 504 coordinator, may be directed to the Superintendent.</p> <p>A report against the Superintendent may be made directly to the Board. If a report is made directly to the Board, the Board shall appoint an appropriate person to conduct an investigation.</p> |
| TIMELY REPORTING | <p>Reports of prohibited conduct shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to immediately report may impair the District's ability to investigate and address the prohibited conduct.</p> |
| NOTICE TO PARENTS | <p>The District official or designee shall promptly notify the parents of any student alleged to have experienced prohibited conduct by a District employee or another adult.</p> |
| INVESTIGATION OF THE REPORT | <p>The District may request, but shall not require, a written report. If a report is made orally, the District official shall reduce the report to written form.</p> |
| INITIAL ASSESSMENT | <p>Upon receipt or notice of a report, the District official shall determine whether the allegations, if proven, would constitute prohibited conduct as defined by this policy. If so, the District official shall</p> |

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FFH
(LOCAL)

immediately ~~authorize or~~ undertake an investigation, **except as provided below at CRIMINAL INVESTIGATION**. ~~regardless of whether a criminal or regulatory investigation regarding the same or similar allegations is pending. If not, the District official shall re-~~ for the complaint for consideration under FFI.

If ~~an investigation is required in accordance with this policy,~~ the District official **determines that** ~~shall also determine whether~~ the allegations, if proven, would **not** constitute **prohibited conduct** ~~bullying,~~ as defined by **this policy**, the District official shall refer the complaint for consideration under FFI.

INTERIM ACTION

If appropriate and regardless of whether a criminal or regulatory investigation regarding the alleged conduct is pending ~~If appropriate,~~ the District shall promptly take interim action calculated to address prohibited conduct or bullying **prior to** ~~during the completion~~ ~~course of the District's~~ an investigation.

DISTRICT INVESTIGATION

The investigation may be conducted by the District official or a designee, such as the principal, or by a third party designated by the District, such as an attorney. When appropriate, the principal shall be involved in or informed of the investigation.

The investigation may consist of personal interviews with the person making the report, the person against whom the report is filed, and others with knowledge of the circumstances surrounding the allegations. The investigation may also include analysis of other information or documents related to the allegations.

CRIMINAL INVESTIGATION

If a law enforcement or regulatory agency notifies the District that a criminal or regulatory investigation has been initiated, the District shall confer with the agency to determine if the District investigation would impede the criminal or regulatory investigation. The District shall proceed with its investigation only to the extent that it does not impede the ongoing criminal or regulatory investigation. After the law enforcement or regulatory agency has finished gathering its evidence, the District shall promptly resume its investigation.

CONCLUDING THE INVESTIGATION

Absent extenuating circumstances, **such as a request by a law enforcement or regulatory agency for the District to delay its investigation**, the investigation should be completed within ten District business days from the date of the report; however, the investigator shall take additional time if necessary to complete a thorough investigation.

The investigator shall prepare a written report of the investigation. The report shall include a determination of whether prohibited con-

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duct or bullying occurred. The report shall be filed with the District official overseeing the investigation.

**NOTIFICATION OF
OUTCOME**

Notification of the outcome of the investigation shall be provided to both parties in compliance with FERPA.

DISTRICT ACTION

PROHIBITED
CONDUCT

If the results of an investigation indicate that prohibited conduct occurred, the District shall promptly respond by taking appropriate disciplinary action in accordance with the Student Code of Conduct and may take corrective action reasonably calculated to address the conduct.

CORRECTIVE
ACTION

Examples of corrective action may include a training program for those involved in the complaint, a comprehensive education program for the school community, counseling to the victim and the student who engaged in prohibited conduct, follow-up inquiries to determine if any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitoring of areas where **prohibited conduct**~~harassment~~ has occurred, and reaffirming the District's policy against discrimination and harassment.

BULLYING

If the results of an investigation indicate that bullying occurred, as defined by FFI, the District official shall refer to FFI for appropriate notice to parents and District action. The District official shall refer to FDB for transfer provisions.

IMPROPER
CONDUCT

If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District may take disciplinary action in accordance with the Student Code of Conduct or other corrective action reasonably calculated to address the conduct.

CONFIDENTIALITY

To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation and comply with applicable law.

APPEAL

A student **or parent** who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level. A student **or parent** shall be informed of his or her right to file a complaint with the United States Department of Education Office for Civil Rights.

RECORDS RETENTION

Retention of records shall be in accordance with FB(LOCAL) and CPC(LOCAL).

ACCESS TO POLICY
AND PROCEDURES

Information regarding this policy and any accompanying procedures shall be distributed annually in the employee and student

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FFH
(LOCAL)

handbooks. Copies of the policy and procedures shall be posted on the District's ~~website~~^{Web site}, to the extent practicable, and readily available at each campus and the District's administrative offices.

PAYROLL PROCEDURES
SALARY DEDUCTIONS AND REDUCTIONS

CFEA
(LOCAL)

ADDITIONAL
AMOUNTS

In addition to legally required deductions, the Board shall permit voluntary deductions [see CFEA(LEGAL)] for:

1. Approved insurance programs;
2. Annuities/deferred compensation programs;
3. Other cafeteria plan options authorized by the Internal Revenue Service; and
4. Area teachers' credit unions.

Employees may request additional voluntary salary deductions or change the amount(s) of those deductions in accordance with administrative procedures.

EXCESS LEAVE

Deductions shall be made for unauthorized or excess personal leave or sick leave. [See DEC]

Delete

EMPLOYMENT OBJECTIVES
OBJECTIVE CRITERIA FOR PERSONNEL DECISIONS

DAC
(LOCAL)

The Board establishes the following objective criteria for decisions regarding the hiring, dismissal, reassignment, promotion, and demotion of District personnel. These criteria are not rank-ordered and may be considered in whole or in part in making such decisions.

1. Academic or technical preparation, supported by transcripts.
2. Proper certification for grade level, subject, or assignment, including emergency permits and endorsements for specific subjects, programs, or positions.
3. Experience.
4. Recommendations and references.
5. Appraisals and other performance evaluations.
6. The needs of the District.

The District shall attempt to ensure student safety through supervision of students in all school buildings, at all school-sponsored events or activities, and on all school grounds through special attention to the following:

1. Maintaining a reasonably safe school environment. [See CK, CLB]
2. Observing safe practices in those areas of instruction or extracurricular activities that offer special hazards. [See CKB]
3. Developing age-appropriate safety programs and activities for students at each grade level.
4. Emphasizing safety education to students enrolled in laboratory courses in science, industrial arts, health, and physical education. [See CK]
5. Providing first aid for students in case of accident or sudden illness. [See FFAC]
6. Annually reviewing the adequacy of emergency procedures at each campus in the District and providing for staff training in such procedures. [See CKC]
7. Implementing appropriate crisis management procedures when emergencies occur. [See CKC]

The Superintendent and the principals shall develop plans and procedures for acquainting students with safe conduct and behavior in a variety of conditions and circumstances, including play and recreation, fire, severe weather, use of bicycles and automobiles, and use of school transportation. Teachers and administrators shall promote these procedures among students as appropriate.